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IDENTIFIERS *New Hampshire

ABSTRACT

This annual report for the New Hampshire Technical Colleges and Institute System (NHTC&IS) includes information for 1995 on enrollments, outcomes, job placement, average salaries, transfer institutions, work force training, the Police Academy, finances, and governance. The following accomplishments are highlighted: (1) in 1995, the NHTC&IS graduated 1,640 students and served over 30,000 traditional aged students and adult learners; (2) day divisions had 5,018 full-time equivalent (FTE) students, while evening divisions had 5,643 FTE students; (3) of 1995's graduating class of 995 women and 645 men, 910 (55.5%) were going into full-time employment, 247 (15%) went into part-time employment, and 237 (14.5%) continued their education; (4) the average graduate salary was $23,186; (5) the system's Technology Deployment Centers provided education and training for 5,890 work force members across the state; (6) the New Hampshire Police and Training Standards Council, which is the state's Policy Academy, graduated 122 police recruits and 118 corrections officers; (7) NHTC&IS continued its commitment to the business community by expanding technology extension systems and establishing new extension campuses; (8) a state-of-the-art BioTechnology degree program and laboratory was established in 1995; and (9) NHTC&IS appropriations totaled $48,723,886, of which $2,708,664 came from capital funds, $18,614,087 came from the general fund, $19,476,135 came from tuition and fees, and $7,925,000 came from other revenue. (MPH)

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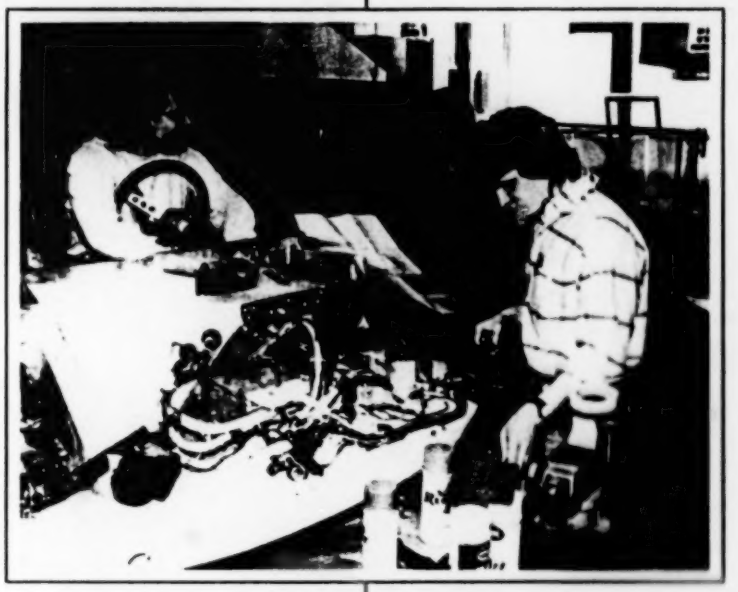
ED 397 923

ANNUAL REPORT

Class of 1995

NH Technical Colleges and Institute and NH Police Standards and Training



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NH Postsecondary Technical Education SYSTEM

JC 960 554

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Our Mission

The NH Department of Postsecondary Technical Education, a public two-year technical college and institute System, is dedicated to providing the highest possible level of technical, academic, and professional preparation to all people in NH.

Its mission is to prepare students to enter directly into the work force and to advance in their chosen career as technicians and skilled workers, concomitantly preparing students for continuous educational and career mobility and full participation in community life.

As an essential element in developing and maintaining a strong economy, the department is committed to meeting the education and employment needs of existing and future NH employers.

Each college and institute serves as an educational, technical, and community resource. The department achieves its mission by holding its colleges and institute accountable for responsiveness to all students and employers.

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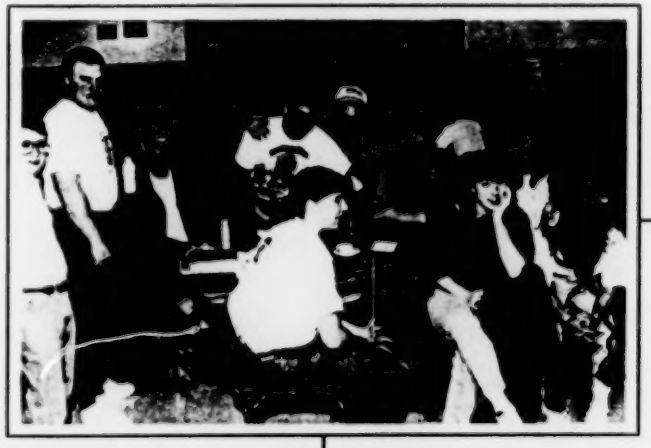


From the Commissioner

Dear Education Shareholders:

The Class of 1995 saw our Colleges continuing to lead the way in providing the citizens of NH with the skills necessary to meet the ever increasing challenges of a knowledge-based global economy.

Through the ever present dedication of our faculty, administration, and staff, the NH Technical College System graduated 1640 students who studied in the fields of business, technology, health, and allied health. We served over 30,000 traditional aged students and adults learners in 1995.

Our continued response to NH's business and industry sectors for industrial, technological, manufacturing, business, health, and allied health training and retraining, conducted through our Technology Deployment Centers, resulted in the education and training of 5890 work force members in companies across the state.

The state's Police Academy, which is part of our System, graduated 122 police recruits and 118 corrections officers. In addition, 149 correspondence courses were completed.

Our mission statement of providing the highest possible level of technical, academic, and professional preparation to all people of New

Hampshire continues to drive our System towards the 21st century with stronger commitment to our students and the communities in which they live.

We continued a strong commitment to our business communities by further establishing technology extension systems in 1995 through partnerships with the National Institute of Standards and Technology, the New England Suppliers Institute, NYNEX Corporation, Foss Manufacturing, and Split Ball Bearing. We established a state-of-the art BioTechnology program and laboratory at the Pease Tradeport Education Center, which is also being accessed by local companies as well as the University of New Hampshire.

Our geographical access continues to grow. In the last three years, we established extension campuses in Haverhill, Lebanon, Derry, Peterborough, Littleton, the Pease Tradeport, N. Conway, Plymouth, Wolfeboro, Colebrook. We have now added Salem and Keene to the locations.

As we move quickly towards the 21st century, our System will be changing to meet the ever increasing demands technology places on us all. The NH Technical Colleges and Institute System will become a community technical college system. It is particularly fitting that we begin this move on the 50th anniversary of the opening of the system's first colleges.

Building on our strong history as colleges preparing students of all ages for technical and skilled jobs as well as preparing them to continue their education, the colleges and institute are poised to prepare students for a future that will demand that all persons continuously educate themselves, engage in planning, building, implementing and evaluating systems and processes that successfully meet the needs of all customers while incorporating quality and maximizing cost-efficiency. This must be done while maintaining a focus on preparing students with technical skills needed to successfully obtain a job, thereby ensuring their economic future.

Much of what the NH Technical Colleges and Institute are and do now is embodied in the notion of a community technical college. Becoming community technical colleges is not an abandonment or shift away from our mission. It is an embracing of the knowledge that this must be done in a fashion that provides for continued educational and employment opportunities and successes.

The Board of Governors has determined, that in NH, a community technical college will encompass five essential elements. First and foremost, the NH Community Technical College's primary focus will remain on occupational and technical education. Any offer of a two-year degree for transfer will be done in such a way as to strengthen our technical degrees. Second, as a fundamental historic mission, the community technical college will provide access (and ensure success) to all students/workers of any age to appropriate education and training regardless of their social, economic, or academic preparation. Third, the community technical college's sole educational focus will be to provide strong and diverse teaching and learning environments. All energy will be expended in assisting the student in successfully attaining his/her educational goals. Fourth, students will be able to easily and seamlessly continue their education through transfer to other institutions. Fifth, the community technical college will be committed to meeting the needs of business and industry and fostering the economic growth of the community or region it serves.

Occupational and technical education are the bedrock upon which the NH Technical Colleges and Institute are built. Each college and institute continue to develop new technical offerings in response to changes in business and industry need, such as biotechnology, telecommunications, microwave electronics, hospitality and tourism, and environmental technologies. Existing programs continue to be reviewed, updated, and modified to reflect the on-going change in the industries they support. This is done in recognition that graduates need to be able to build on a strong academic foundation as they work in an environment that stresses decision-making, team work, quality, customer services, and continuous learning.

Community technical colleges reflect the commitment to provide access to and success in higher education to any who desire it. This is done while maintaining high academic standards for graduation. The community technical college offers the student the ability to develop academic skills needed to succeed in two and four year degrees programs. Students can develop self-confidence and direction, thereby insuring a greater degree of success in any future academic endeavor.

It is clear that many students as well as business and industry understand and are demanding that they and their workers must be able to continue their education as technology and the needs of industry change. This is reflected in the increasing number of students who seek to transfer to a four year institution. Students are enrolling in increasing numbers in the technical colleges' general associates of science and general applied associates of science degrees with the expressed desire to transfer. In other words, students are attempting to use the technical college as a community college.

Further typifying the demand for a transfer degree is the fact that over 400 students a year enroll in across the border colleges in Massachusetts for the express purpose of transfer. The businesses to which we provide education and training frequently ask if their employees can continue their education and transfer credits. They are no more interested in purchasing dead end education for their employees than the employees want dead end education.

Community technical colleges have as part of their primary mission the education and retraining of incumbent workers. They are poised to meet the on-going educational needs of employers. In fact, the NH

Commissioner - page 15

NH Postsecondary Technical Education

Serving the state's cities and towns for 50 years, New Hampshire's six Technical Colleges and its Technical Institute continue to provide top quality education and work force training vital to today's employment challenges. The Technical Colleges across the state in Berlin, Claremont, Laconia, Manchester, Nashua, and Stratham; and the Technical Institute in Concord offer over 185 two-year degree, certificate and diploma programs in the fields of business, industry/technology, health, and allied health.

In addition to its wide variety of programming, the System offers Pre-Tech for those students who need to enhance their learning skills. They can choose to enroll in a pre-tech program for nine months, where college-level preparation is completed in core disciplines such as English, math, and science. This then enables a student to move into a two-year degree program course of study.

Accessibility, flexibility and affordability are key elements at every campus. Locations are easily accessible and provide flexibility in day and evening programming. Some offer weekend scheduling as well. Counseling services and a variety of financial aid packages are readily available at all locations. The Technical Institute offers on-campus residency, and housing search assistance is available at all six Technical Colleges.

Although the System functions primarily on a day and evening division basis, each campus also has a Technology Deployment Center in place to assist any employer in need of specialized education for its employees. These TDCs can customize virtually any topic of concentration to meet short or long-term work force training needs of any employer. And all sessions can be conducted at the work site or on-campus.

With a dedicated faculty and staff of over 700, students attending any one of the System's colleges/institute can be assured of a top quality education so vitally needed to meet today's demanding work place challenges and to be prepared for tomorrow's technological breakthroughs.

Check The Tech!

Enrollments

1994-95 Enrollments — Day Divisions

	Total	FTE
NH Technical College at Berlin	507	490
NH Technical College at Claremont	555	440
NH Technical Institute at Concord	1558	1730
NH Technical College at Laconia	479	518
NH Technical College at Manchester	718	768
NH Technical College at Nashua	518	629
NH Technical College at Stratham	461	443
Totals	4796	5018

1994-95 Enrollments — Evening Divisions

	Total	FTE
NH Technical College at Berlin	1904	413
NH Technical College at Claremont	1809	370
NH Technical Institute at Concord	10894	1768
NH Technical College at Laconia	3062	552
NH Technical College at Manchester	5366	1173
NH Technical College at Nashua	2568	492
NH Technical College at Stratham	3882	875
Totals	29485	5643

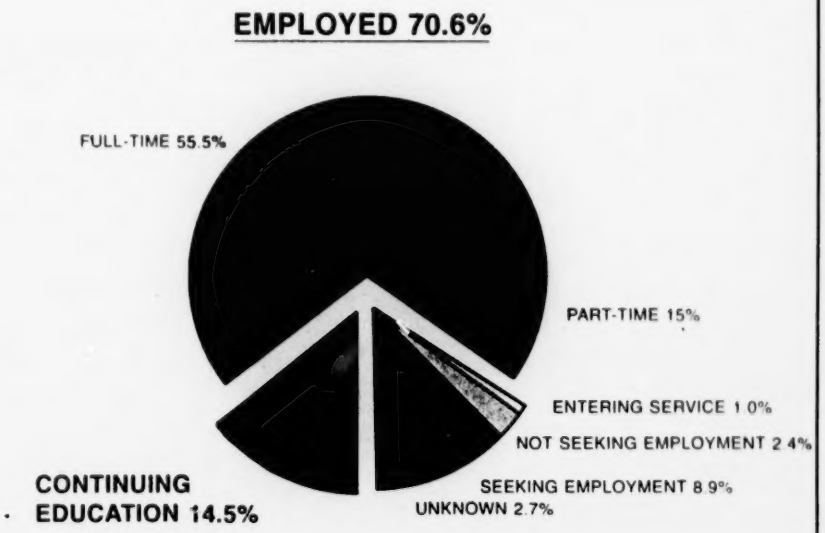
The Class of 1995

The six New Hampshire Technical Colleges and the New Hampshire Technical Institute graduated 1640 students in 1995 through its day and evening divisions. In addition, close to 30,000 registrations were recorded through the Division of Community Education, in which students chose to continue to enhance their education at night by selecting individual courses, certificate, degree, or diploma programs.

The 1995 graduating class was comprised of 995 women and 645 men. The number going directly into full-time employment was 910. Two hundred and forty-seven went into part-time employment. Eighty percent of the graduates were employed in fields directly related to their college majors. Choosing to continue their education at other colleges, universities, and schools were 237. Of the graduates who entered the job market, 761 obtained jobs in the state of New Hampshire.

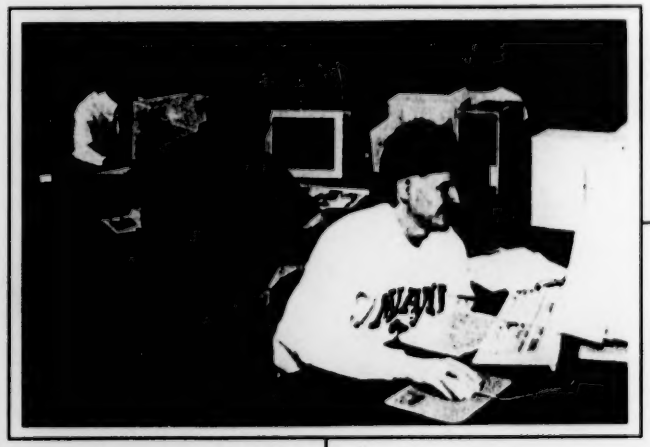
The Technical Colleges and Institute System offers over 185 two-year degree, certificate, and diploma programs. In addition, it offers a wide variety of enrichment courses. Programs at the seven campuses are grouped into Business, Industry/Technology, and Health. Nursing programs made up the largest single group of graduates. Three hundred and eighteen students graduated from RN and LPN programs.

Many positions were obtained as a result of contacts between potential employers and students arranged and fostered by the lifetime placement services provided by each college/institute. Other placements resulted from continuation of former or current work-related associations.



Status of Graduates as of November 30, 1995

College	Graduates	Employed Full-Time	Employed Part-Time	Continuing Education	Entering Service	Seeking Employment	Not Seeking Employment	Status Unknown
NHTC at Berlin	143	90	17	24	0	11	1	0
NHTC at Claremont	206	118	38	25	1	19	3	2
NHTI at Concord	543	228	106	94	4	75	16	20
NHTC at Laconia	141	117	7	9	1	6	0	1
NHTC at Manchester	209	125	35	22	9	0	11	7
NHTC at Nashua	185	115	12	34	1	17	5	1
NHTC at Stratham	213	117	32	29	0	18	4	13
Total	1640	910	247	237	16	146	40	44
Percent	100.0%	55.5%	15%	14.5%	1.0%	8.9%	2.4%	2.7%



Job Placement

The New Hampshire Postsecondary Technical Education System produces two-year degree graduates completing a course of study in the fields of business, industry/technology, and health/allied health. In addition, it also confers certificates and diplomas to those choosing to complete anywhere from a one to twelve month program in any number of specialized areas.

After graduating or completing one year of a two-year degree program, NHPTES attendees go directly into the work force as highly skilled new employees or transfer to other institutions of higher education. Displayed here and on the next page is a representative sampling of the types of business, industry, and health organizations that employed NHPTES graduates in 1995. The salary chart shown depicts the average beginning wages NHPTES graduates earn. And lastly, the names of higher education institutions to which NHPTES graduates transferred in 1995 are listed.

Companies in 1995 that hired NHPTES Graduates
(representative partial listing)

NHTC-Berlin
60 companies

A.D. Davis, Inc.
Automaster
Garnet Hill, Inc.
Hadlock Insurance
Ledgeview Nursing Home
North Country Engineering
Palmer Machine Company
Sawyer Engineering
Vaillancourt Electric
Whitefield Elementary School

NHTC-Claremont
106 companies

Aavid Theremal Dynamics
Androscoggin Valley Hospital
Barrel Brewery
Catholic Medical Center
Dartmouth Hitchcock Medical Center
Hillhaven Corp.
Milestones, Inc.
Network Management
PC Connection

NHTI-Concord
180 companies

Alton School District
Beede Electric
Blue Cross/Blue Shield
Cabletron Systems, Inc.
Chemfab Company
Concord Litho Company
Dinsmore Communication
Dr. William Green
Gerber Dental Group
Heidelberg-Harris

NHTC-Laconia
99 companies

Aurora Graphics
Capital City Motors
Concord Fire Dept.
Derby Electric
Freudenburg NOK
Parsason Machine, Inc.
Pike Industries
Rockingham Regional Ambulance
Tillinghast Health Care, Inc.
Watts Regulator

NHTC-Manchester
100 companies

Analog Device, Inc.
Business NH Magazine
Climate Design Systems
Demers Construction
Gateway Motors
Ingersol Rand
Multi Weld Service
Public Service of NH
Southeastern Container
US Post Office

NHTC-Nahsua
86 companies

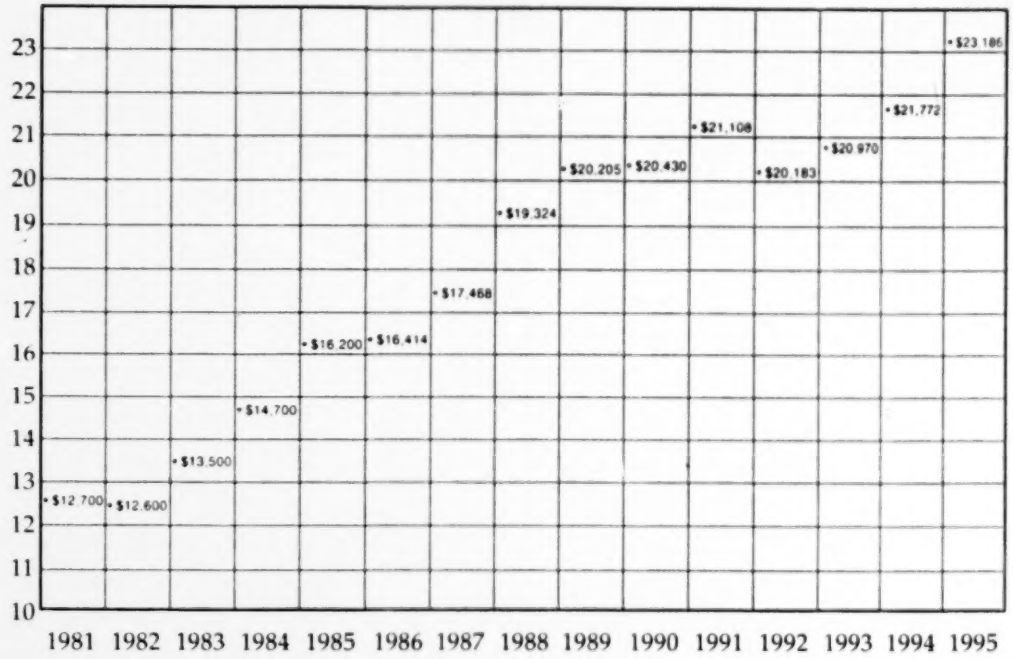
Auto Electric Warehouse
Business Express
Cable Tech Services, Inc.
Costco Optical
FerroFluidics
Keyson Aviation
Lockheed Commercial Electronics
NFS Savings Bank
Raytheon Marine
Teradyne Connection Systems

NHTC-Stratham
102 companies

Applied Energy
Bixby International
Eastern Air Device
Frisbee Memorial Hospital
Harris Graphics
Marine Polymer Tech
MTI Technology
Richard McFarland Child Care
Seacoast Health Center
Wells Veterinary Hospital

Transfer Institutions

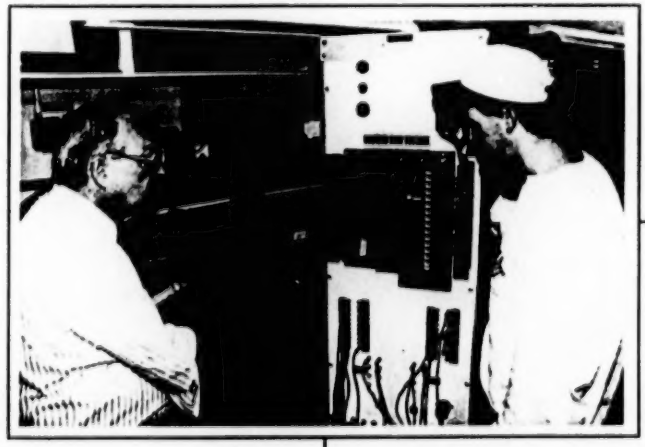
Average Salaries



New Hampshire Technical College at Nashua
New Hampshire Technical College at Stratham
New Hampshire Technical Institute
New York University
Northeast Career School
Northeastern University
Norwich University
Notre Dame College
Plymouth State College
Rivier College
Rochester Institute of Technology
Southern Maine Technical College
Springfield College
St. Anselm College
St. Joseph's College University of Maine at Mechias
Thompson School of Applied Science
University of Alabama
University of Massachusetts
University of New England
University of New Hampshire
Utica College
Wentworth Institute of Technology
Western Connecticut State University
Western Michigan State

Collegiate Institutions to which System Graduates Transferred

Bay State College
Bentley College
Boston University
Central Connecticut State University
Central Maine Technical College
Champlain College
Charminade University of Honolulu
College of Lifelong Learning
Daniel Webster College
Dartmouth College
Eckerd College
Embry-Riddle Aeronautical University
Franklin Pierce College
Indiana State University
Keene State College
Long Island University
Lyndon State College
Mass. College of Pharmacy
McIntosh College
New Hampshire College
New Hampshire Technical College at Berlin
New Hampshire Technical College at Claremont
New Hampshire Technical College at Laconia
New Hampshire Technical College at Manchester



Work Force Training

In addition to its day and evening divisions, each of the System's six Technical Colleges and the Technical Institute maintain a quick response corporate outreach unit specifically designed to respond to business and industry employer needs for current and new employee education and training. In 1995, these Technology Deployment Centers trained over 5890 workers across the state.

The work force training units are in place to develop training programs, in many cases, going beyond traditional classroom approaches. Company managers work with college deans and faculty in formulating training content and delivery. Through a contractual agreement, customized programs, workshops, seminars, and/or courses are then designed. Depending on specific equipment and material needs, training is conducted either on site at the company or on the college campus.

Companies and Organizations

A cross section of companies and organizations contracted with in 1995 included (representative partial listing):

Osram Sylvania
Hanover Hill
DOT
Globe Manufacturing
MPB
Wausau Paper
Balsams Resort
AT&T
Gallagher, C&G
Berlin Water Works
Davisson Rubber
Holmes Distributors
Easter Seal Society
Aavid Engineering
St. Joseph Hospital
Nashua Corp.
Cabletron Systems
NesLab
GFS
Air National Guard
Kingston-Warren
Tambrands
Foss Manufacturing
Vernitronics, Inc.

Courses and Programs

Many of the customized courses and programs designed included (representative partial listing):

Total Quality Management
ISO 9000
C++
Intro. to Excel
Microsoft
Applied Math
Visual Basic
Windows
Organizational Behavior
NEC Code
Retirement Planning
Microcomputers
Concepts of Quality
Business Communications
Blueprint Reading
Quality Control
Technical Communications
Human Growth and Development
Computer Literacy
Desktop Publishing
Lotus 1-2-3
Local Area Network
Office Procedures
MS-DOS

Economic growth and development cannot occur without a well trained and highly skilled work force. Companies thinking of locating in NH often ask, "Where will we get our trained technicians if we locate in New Hampshire?" The System's corporate outreach units will continue to play a vital role in not only answering questions like this for those companies but in always being there to assist them in any way possible.

As the NHPTES heads towards the 21st century, it will remain a key player in NH's economic recovery, growth, and development by keeping attuned to current trends and looking ahead to future needs of business and industry.

Police Academy

The New Hampshire Police Standards and Training Council is a unit of the Department of Postsecondary Technical Education, with fiscal and rulemaking autonomy. It was first established by the Legislature in 1971, and was merged with Postsecondary Education in 1985. Its objectives are to establish and maintain minimum hiring and training standards for police and corrections officers, provide mandatory pre-service training to new recruits, and provide ongoing in-service training to certified officers and various support personnel such as dispatchers, a diverse community of nearly 5,000 personnel. The police officers that we train include State Troopers, Highway Enforcement Officers, Special Agents of the State Liquor Commission, Gaming Enforcement Officers, Fire Marshals, Forest Rangers, Agriculture Department Investigators, Deputy Sheriffs, City and Town Police Officers, County Fair Security Guards, University of New Hampshire Police Officers, N.H. Hospital Security Officers, and N.H. Technical Institute Security Officers.

Although the Council was initially established to provide training and certification for police officers, through the Budget Act, we have also trained State Corrections Officers and civilian personnel of the Department of Corrections for many years. Two years ago, the Legislature gave us formal certification authority over State Corrections Officers. By virtue of other legislation, we are responsible for setting the minimum curriculum and physical agility standards for County Corrections Officers, who are trained by the N.H. Association of Counties, and we also provide basic and in-service training for Probation/Parole Officers.

The Council is funded by the Penalty Assessment Fund established under RSA 188-F:31. Each court with criminal jurisdiction is required to levy a surcharge of $2.00 or 15% on each fine imposed for all except municipal parking violations, and $5.00 from each monthly prisoner supervision fee paid by persons on probation or parole is deposited into this special, non-lapsing fund to support law enforcement and corrections training. As additional 2% is collected to support victim assistance programs in the state and an additional 3% for funding court modernization programs.

The Council's headquarters is located adjacent to the grounds of the N.H. Technical Institute on Fan Road in Concord, in a modern criminal justice academy facility that includes classrooms and lecture halls, dormitory space, administrative offices, a tactical center with an indoor firing range, running track, and combination auditorium/practical exercise laboratory, and an outdoor emergency vehicle operations course.

The Council employs a staff of 25, including administrative personnel, trainers, clerical, accounting, and maintenance workers. Its policies are set by the 12-member Police Standards and Training Council, four members of which, including the Commissioner of Postsecondary Technical Education, serve by

virtue of their office. The remaining eight are appointed by the Governor. Administrative functions are under the control of the Director, who is appointed by the Commissioner of Postsecondary Technical Education upon nomination by the Council. The Director also serves on the Administrative Board for the Department.

Graduates of both the 12-week Police Academy and the 6-week Corrections Academy are awarded academic credits toward an Associate's Degree in Criminal Justice upon completion of their respective course work.

At each Police Academy graduation, an outstanding graduate is awarded a scholarship for a full semester's attendance at any college in the state's postsecondary system.

1995 Training Summary

Basic Police Academies

Number Enrolled	138
Reciprocal Students	9
Total	147
Number Graduated	
Certified Full-Time	160
Certificate Part-Time	13
Reciprocal Students	9
Total	122

Basic Corrections Academies

Number Enrolled	124
Reciprocal Students	0
Total	124
Number Graduated	
Certified	118

Specialized Certificates

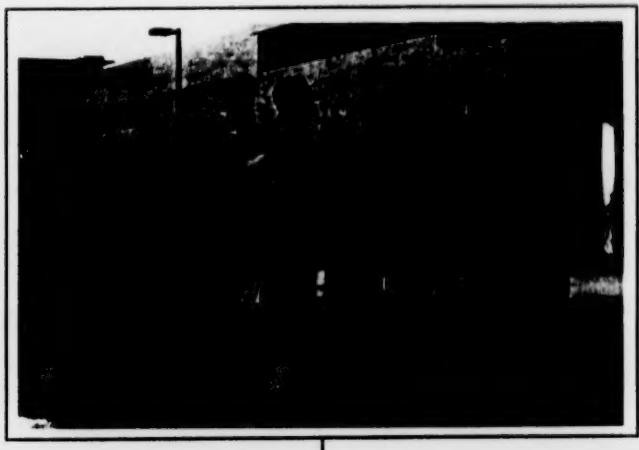
Certified Firearms Instructor	502
Certified Radar Operators	1674
Certified Intoxilyzer Operators	831
Total	3107

Student Hours of Training Provided

Basic Police	58,580
Part-Time Police	22,500
Basic Corrections	26,627
In-Service Police	51,719
Regional Police	10,332
In-Service Corrections	25,337
Total	195,095

Correspondence Courses and Videos

Number enrolled	178
Number completed	149



Fiscal Summary

Summary of Appropriations 1994-95

College	Operating	Capital	Total
NHTC-Berlin	4,407,368	130,838	4,538,206
NHTC-Claremont	4,008,212	0	4,008,212
NHTI-Concord	13,543,727	578,819	14,122,546
NHTC-Laconia	4,567,497	260,417	4,827,914
NHTC-Manchester	6,361,750	43,855	6,405,605
NHTC-Nashua	4,168,709	179,532	4,348,241
NHTC-Stratham	4,505,723	164,402	4,670,125
Central Office	4,452,236	1,350,801	5,803,037
TOTALS	46,015,222	2,708,664	48,723,886

Funding Source

Capital Funds	2,708,664
General Fund	18,614,087
Tuition and Fees	19,476,135
Other Revenue	7,925,000
TOTAL	48,723,886

Commissioner – from page 3

Community Technical Colleges, to be, have already moved aggressively in this area. The development of Technology Deployment and Regional Manufacturing Centers that anchor a technology extension system for employers throughout the state, continues at a rapid rate. These centers focus on meeting the business customer's training, education, and consulting needs when, where, and how the customer want it.

The creation of degree programs to meet specific economic development efforts and industry expansion, as exemplified by the creation of the biotechnology program at Pease, is vigorously pursued. The community technical colleges will continue to identify financial resources, such as the Training Challenge Grant, which firms can access to capitalize their training needs. Finally, the community technical colleges remain committed to seeking and using the advice of the business community through advisory, craft, and ad hoc committees.

It is important to know that the NH Technical Colleges and Institute do not stand alone in the quest to becoming community technical colleges. As we work with the Department of Education and the high schools on such important policy initiatives as Tech Prep and School-to-Work Transition, these partners have made it plain that becoming community technical colleges will best serve the needs of their students, particularly the over 50% that have no immediate plans to attend a four year college. The University System is working closely with us in developing a two-year transfer degree as well as maximizing the transferability of all programs our colleges/institute offer.

Not unlike many businesses, the NH Technical College and Institute System must change from what it was yesterday and is today to what it needs to be tomorrow to meet the needs of the citizens and businesses of this state. Becoming community technical colleges will provide better and stronger support to businesses of this state and do it in such a way that it will increase the quality and caliber of its technical offerings.

Sincerely,

Dr. H. Jeffrey Rafn
Commissioner

Governance

Governor and Council 1995

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Stephen Merrill

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Department of Postsecondary Technical Education

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